



Welcome to LAON's 2025 Annual meeting



Agenda

- **Succession Planning**– Today’s primary topic
 - LAON’s journey 2014 to 2025
 - LAON beyond 2025: Planning for continuity
- **Brief *State of the Lakes***
 - Details are in newsletter and website
 - 2024 program highlights & 2025 needs
- **Financial summary**
- **Elect officers**

**PLEASE USE CHAT TO ASK QUESTIONS OR COMMENTS
WE WILL REVIEW THE CHAT AFTER EACH SECTION**

Hobbs Pond



Lake Pennesseewassee



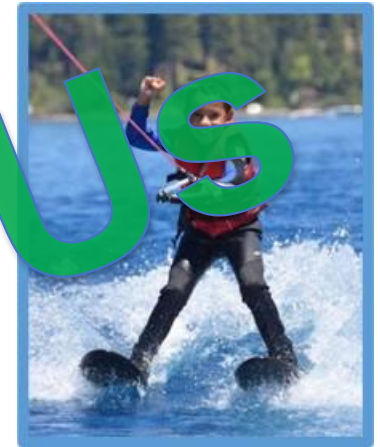
Lake Pennesseewassee



North Pond



Sand Pond



Lake Pennesseewassee



Lake Pennesseewassee





Fulfilling our Mission - Stewardship

2014 2015 2016 2017 2018 2019 2020 2021 2022 2023 2024 2025 and beyond

1

WATER QUALITY

SPRING 2023



SCOUT LANE:
CULVERT WASHOUT (ABOVE)
AND NEW BRIDGE (RIGHT)

SUMMER 2024



NORTH POND WATERSHED SURVEY
AND MULTIPLE SITE REMEDIATIONS

IN-HOUSE WATER QUALITY TESTING

LAKE PENN WATERSHED SURVEY AND
MULTIPLE SITE REMEDIATIONS

HOBBS POND WATERSHED SURVEY
AND MULTIPLE SITE REMEDIATIONS

\$150,000 Grant funding...80 Erosion sites addressed...
400 tons/yr of sediment prevented

LAON funded
Watershed Protection Program

Assisted Town \$150K grant

2

INVASIVES



SHORELINE INVASIVES
REMEDATION (2021)

COURTESY BOAT INSPECTIONS (CBI) @ LAKE PENN BOAT LAUNCH

SHORELINE INVASIVES MONITORING & MITIGATION
(IDENTIFICATION, CUTTING/REMOVAL/DISPOSAL)

INVASIVE PLANT PATROL (IPP) "EYES ON THE LAKES" MONITORING FOR AQUATIC INVASIVES

3

OPERATIONS & COMMUNICATION



NEW KIOSK ON
CROCKETT RIDGE ROAD (2024)

TABLE AT ART SHOW MANAGE BUOYS, MONITOR AND REPORT ICE OUT, LIAISE WITH TOWN/STATE/OTHER LAKE ORGS,
INSTALL KIOSKS & FISHING LINE DISPOSAL TUBES, MANAGE WEBSITE, MEMBERSHIP, DUES/FINANCES, NEWSLETTERS,
ANNUAL MEETINGS, EMAILS, LENGTH OF THE LAKE SWIM ... AND MORE!!!



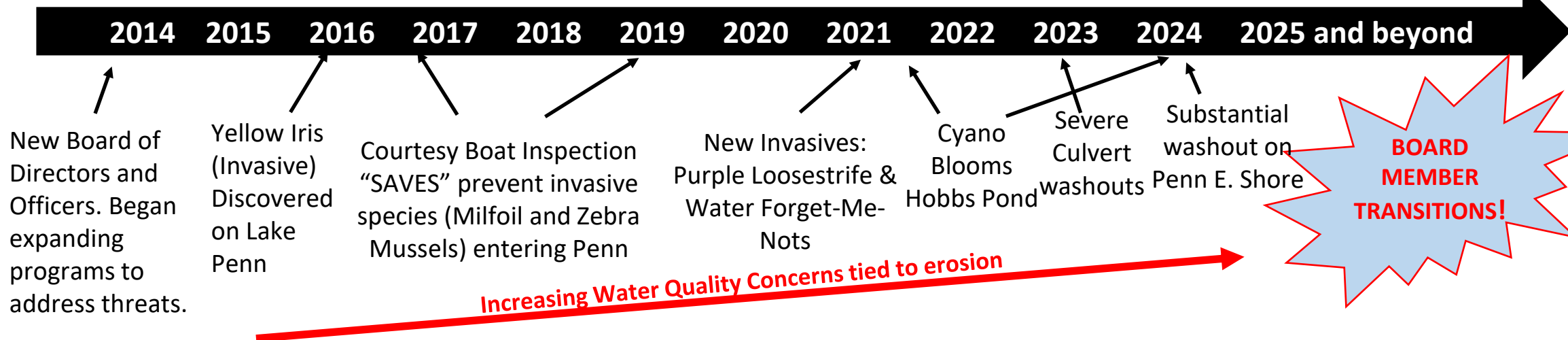
LAON **Succession** Planning (Jim O'Brien)

Threats to the health of our lakes are ongoing or increasing.
Ongoing efforts in response to threats must increase accordingly.

LAON BOARD EVOLUTION

2014	2014-2025	Looking Ahead
Crisis <ul style="list-style-type: none">LAON President suddenly steps downSal & Tom elected President & TreasurerVolunteers form new BoardResolve to prevent problems	Growth <ul style="list-style-type: none">President & Treasurer continue as other officers have rotatedDirectors take active role in Programs to address challengesSeveral Directors are approaching life changes – will move on soon.	Manage <ul style="list-style-type: none">Priority - LAON must plan for transitionsExpand board and position Directors for smooth transitions, especially officer roles

RISK EVENTS





LAON Succession Planning (Jim O'Brien)

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LAON BOARD
EVOLUTION

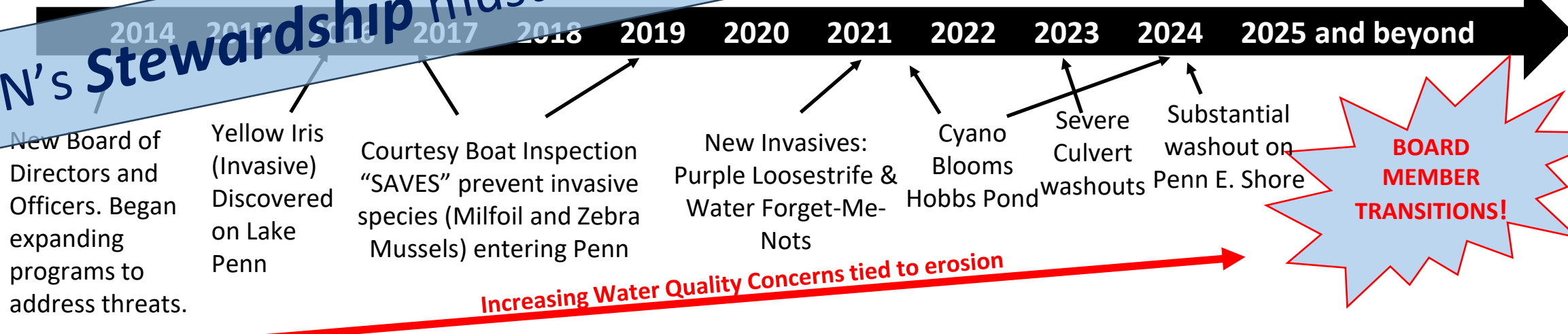
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Our Risks will INTENSIFY

board members move on

LAON's Stewardship must not fade away as

RISK
EVENTS





Approaching a Crossroads



Will LAON membership support the continuation of LAONs programs?

Volunteers are needed to prepare to assume leadership roles.



LAON Succession Planning (Keeping Lake Stewardship Going)



SERVING AS A VOLUNTEER OR BOARD MEMBER

- ✓ Board Members & Volunteers engage in roles based on LAON needs and their interests
- ✓ For all of us, it was *“Learn as you go”*
- ✓ This time – Mentoring is the plan

PATHS TO LEADERSHIP - OPTIONS

- ✓ Join a program – lots of choices within Water Quality, Erosion Control, Invasives, Operations
- ✓ Lead a Program
- ✓ Become a Director or Officer

To give you a sense of what it would be like to serve on the LAON board, two of our current Directors will share their story.



LAON Succession Planning (Keeping Lake Stewardship Going)



To ensure continuation of LAON's programs, we need volunteers, including some who can move into leadership roles.

We're approaching this now so mentors can support smooth transitions.

Can you engage with us? A broad range of options are available

What do you need to volunteer? Most important things are: Commitment, Some Time, Effort

The secret sauce – A **PASSION** for our lakes



What's Next

BRIEF summary of key programs

Opportunity for you to indicate where you can help ensure LAON's future.

ALL PROGRAMS NEED

**VOLUNTEERS
TO DO THE WORK**

**PROGRAM LEADERS
TO MANAGE THE WORK**

PASSION FOR THE LAON MISSION

PLEASE STAY WITH US!



STATE OF THE LAKES

Courtesy Boat Inspectors



- CBI: Inspectors check boats for any invasive hitchhikers
- Expect fully staffed paid inspectors during primary hours this year.
- **With more volunteers, we could protect during additional timeframes.**



STATE OF THE LAKES

Shoreline Invasive Remediation



Yellow Iris



Purple
Loosestrife



Water
Forget-Me-Nots



- 3 species grow above the water along Lake Penn shore.
- Much easier to find and remediate than aquatic invasives.
- A lot was done last year - but more remains to be done.
- **We don't have a full team this year. We need volunteers to continue!**



STATE OF THE LAKES

Water Quality Monitoring



- Team collects water samples from each lake once/month (May to September).
- Some analysis & sample preparation for state lab.
- **Need volunteers to grow the team. Each volunteer would most likely measure water quality in 1 or 2 lakes per month.**



STATE OF THE LAKES

Erosion Control



- This is a critical program, since watershed erosion is perhaps the biggest threat to our lakes.

EROSION



PHOSPHORUS
IN LAKES



ALGAE

- **Volunteers will learn how to help property owners understand erosion and recommend remediation actions, support grant work, and participate in LAON's Watershed Protection Program (WPP).**



Polling Question #1 – Interest in Programs (6 Questions)

Please indicate which of our programs you are interested in helping (you can choose more than one). ALL PROGRAMS NEED “HANDS ON” AND MANAGEMENT SUPPORT!

1. **Courtesy Boat Inspector (CBI):** Inspectors check boats at Lake Penn boat launch for any hitchhikers. Volunteers allow us to expand coverage.
 - a. Yes
 - b. Maybe
2. **Shoreline Invasives:** 3 species grow above water along Lake Penn shore. Somewhat physical work remediate the threats. We don't have full team this year, we need volunteers to continue.
 - a. Yes
 - b. Maybe
3. **Invasive Plant Patrol (IPP)** Finding aquatic invasives early in shallow water is essential to saving a lake. IPPers are trained to look for possible underwater invasives; scan for invasives once a year.
 - a. Yes
 - b. Maybe
4. **Water quality:** Team collects water samples from each lake, once per month (May to September). Would most likely do 1 or 2 lakes/month.
 - a. Yes
 - b. Maybe
5. **Erosion control:** Erosion is perhaps the biggest threats to our lakes. Learn how to help property owners understand erosion and recommend remediation actions.
 1. Yes
 2. Maybe
6. **Not sure** about which program, but I want to help. I understand support can be either **Program Management or Hands-On**.
 1. Yes
 2. Maybe



Polling Question Skills (2 Questions)

We are fortunate that several members have offered their skills to help LAON fulfill its mission of protecting our lakes. Can you contribute skills?

1. **Some Skills** that I can offer to the association are (These are some we can think of):

- a. Horticulture/Gardening
- b. Communications/Writing/Editing
- c. Accounting/Finance
- d. Data Base Management
- e. Website design
- f. Project Leadership
- g. Engineering/Science
- h. Carpentry
- i. Something else (You can say more in Question 2, below,

2. Something Else (You can type a short answer)



FINANCIAL SNAPSHOT – Tom Webster

- **Financial condition is stable**
- **Dues/donations are on target**
- **Interest Income has increased**
- **Currently about one-third of property owners donate. Their engagement and interest is as important as money**
- **Costs are increasing for:**
 - **Water quality testing - higher costs + Hobbs Pond Special Testing**
 - **Courtesy Boat Inspections - increased minimum wage and tight job market**
 - **Invasive plant survey**
- **New Watershed Protection Program:**
 - **\$17,145 in 2023-2024 for Watershed Remediation**



DUES BY LAKE/POND

		2024		
Lake/Pond	Potential Donors	Dues Payers	%	Dues Amount
HOBBS POND	39	13	33.3%	\$1,180
NORTH POND	88	17	19.3%	\$2,081
PENNESSEEWASSEE	289	104	36.0%	\$16,031
SAND POND	63	22	34.9%	\$4,345
OTHER	1	1	100.0%	\$1,000
TOTAL	480	157	32.7%	\$24,637



2025 REVENUE

			JANUARY 1, 2024	April 30, 2025
Total Fund Balance			\$ 182,776.45	\$ 192,610.99
Revenue		2024 TOTALS		APRIL 24, 2025 STATUS
	Individual Contributions		25,416.74	1,291.00
	Includes Enid Dullea Swim Donations	350.00		
3250	Sponsorships		3,250.00	-
	Interest		5,234.80	2,058.87
/1	Town Payment		-	-
	Grants		4,540.00	-
	Sunshine Fund		20.00	-
Operating Fund Revenue			\$ 38,461.54	\$ 3,349.87
/1	FY2024 Town of Norway Reconciliation not complete. Should be close to a \$12,000 contribution and a \$12,000 expenditure for CBI program. Expect minimal impact on financial condition.			



EXPENDITURES		2024 TOTALS		APRIL 30, 2025 STATUS
	Water Quality Testing		10,048.04	-
/1	Boat Inspections		77.96	65.00
	Watershed Remediation		17,145.20	-
	Hobbs Pond Algae		250.00	
	Outreach		1,408.16	-
	Administrative		1,588.27	1,237.04
	Sunshine Fund		157.20	
Total Expenditures			\$ 30,674.83	\$ 1,302.04
TOTAL FUNDS			\$ 190,563.16	\$ 192,610.99
FUND BALANCES				
/2	Watershed Remediation Fund		62,854.80	62,854.80
	Water Quality Test Equipment Fund		4,158.45	4,158.45
	Water Quality Emergency Remediation Fund		25,000.00	25,000.00
	Sunshine Fund		12.26	12.26
Operating Fund Balance			\$ 98,537.65	\$ 100,585.48
/1 FY2024 Town of Norway Reconciliation not complete. Should be close to a \$12,000 contribution and a \$12,000 expenditure for CBI program. Expect minimal impact on financial condition.				
/2 9/16/24 Board authorized expenditure of up to \$4,000 for 1/2 of the Sand Pond Culvert and up to \$16,000 for 1/3 of the cost of the Dove Way erosion project. 2/8/2024 Board Approved Establishment of Watershed Protection Program Fund with initial balance of \$80,000. Balance included previous approved funds of \$10,000 and \$9,339.86 carried over from grant reimbursement.				



Elect officers

- **President – Sal Girifalco**
- **Vice President – Jim O’Brien**
- **Treasurer – Tom Webster**
- **Secretary – Pat Daniels**



Any Questions???

Can always ask questions at norwaylaon@gmail.com

Thank you

Hope you have a great summer